

# PEP SURVEY RATING EXPLANATION

- RATINGS OF 1 - 5 CONSISTENT WITH OSHA PEP RATING SYSTEM
- DEFINITIONS
  - Level 1: No program or ineffective program
  - Level 2: Developmental program
  - Level 3: Basic program. Represents minimal acceptable compliance level for OSHA for a safe and healthful workplace.
  - Level 4: Superior program. Represents safety and health programs that have a planned strategy for continuous improvement and a goal of achieving an outstanding program level.
  - Level 5: Outstanding program. Represents safety and health programs that are comprehensive and are successful in reducing workplaces hazards.

# PEP SURVEY RATING EXPLANATION

- MANAGER'S SURVEY

- Measures the intended level of implementation of the safety program
- Each level on survey (Level 3, 4, or 5) provides a “roadmap” of the content of a safety program for a basic, superior, or outstanding program
- A rating of 3 or less on the Contractor Safety element shown in the data scoreboard should require discussions with contractor management to identify and resolve issues

- EMPLOYEE'S SURVEY

- Measures the actual level of implementation of the safety program in the workplace
- A “gap” of one integer or more on the Employee-Manager data plot indicates a communication problem between management and employees for the element in which the “gap” occurs

## **EMPLOYEE – MANAGEMENT PLOTS**

A plot of the scores for each of the fourteen elements are shown for:

1. Employees
2. Managers
3. Overall Center

The employee and manager plots should be compared to determine consistency between the employee and manager view of their safety program. A score deviation greater than one integer indicates a communication problem between management and employees for the element in which the deviation occurs.

The overall center average is provided to allow the organization to determine how they compare to their center.

“Check” and the average score are used to flag any data point on the employee plot that is less than 3.0.

## **MORT ANALYSIS LEGEND**

Number inside the circle or hexagonal corresponds to the question number on the survey.

Number below the circle or hexagonal is the average of all responses to that question.

Questions with average response scores less than 3.0 are flagged (colored) and designated “Check”.

Red flag (Hexagonal) – OSHA related issue

Blue flag (Circle) – NASA related issue

## **GET WELL PLAN**

The Get Well Plan should be used in conjunction with the MORT Chart. Any question flagged on the MORT Chart as having an average response score less than 3.0 will result in a corresponding corrective action recommendation in the Get Well Plan. These recommendations were derived from the source documents used to develop the survey and are intended to guide the organization in developing a plan to improve weak areas in their safety program.

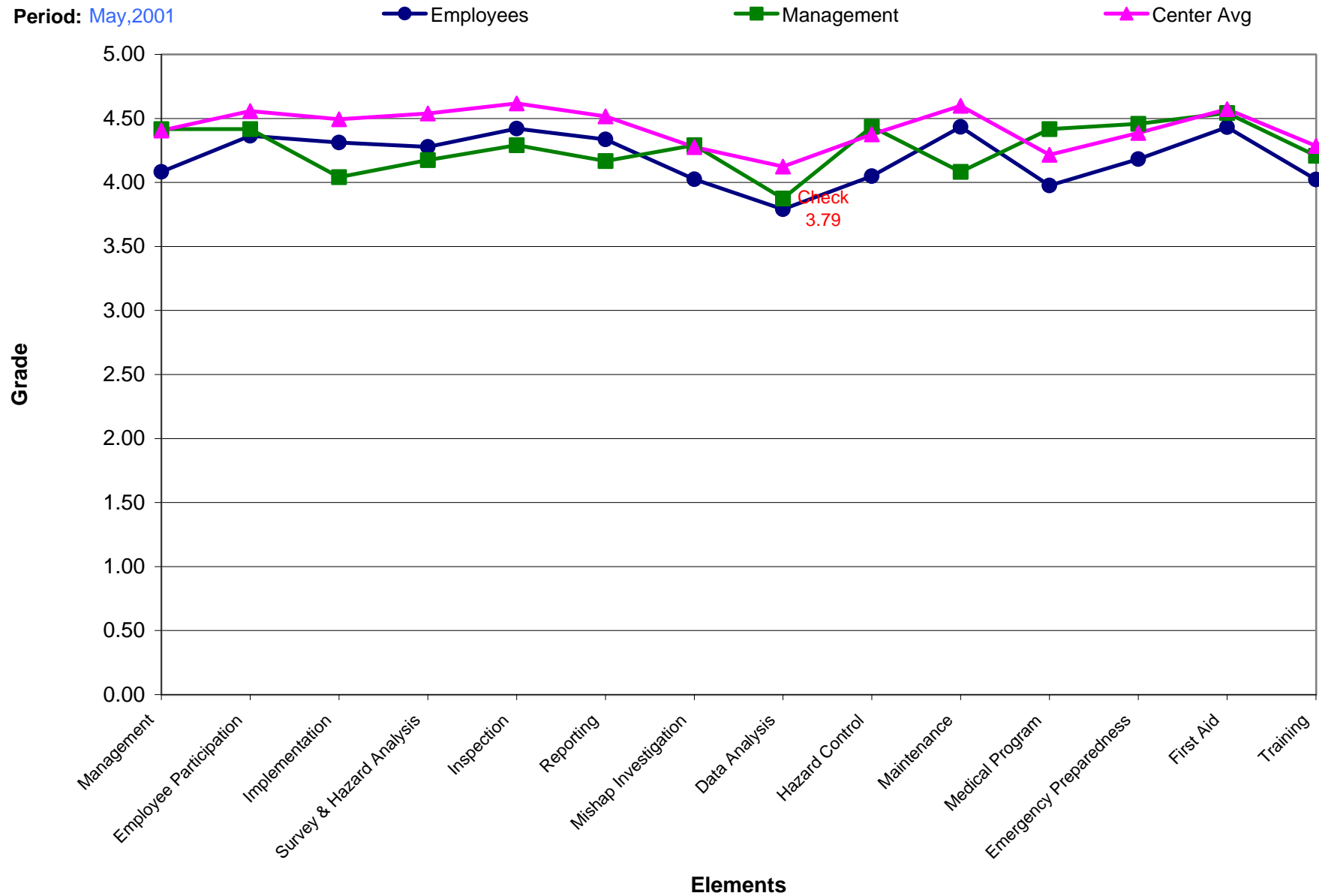
# Occupational Safety Employee - Management for Marshall Space Flight Center

Nasa Organization: Space Transportation Directorate

Organization: Rolled up to Nasa Organization Level

Division: Rolled up to Nasa Organization Level

Period: May,2001





## Occupational Safety Performance Evaluation Profile (PEP) Scoreboard for Employees

Marshall Space Flight Center

**Supported Nasa Organization:** Space Transportation Directorate

**Organization:** Rolled up to NASA Organization Level.


**For Period**

May, 2001



**PEP Score  
for  
Employees**

May,2001



PEP Score  
for  
Employees

	Management Leadership and Employee participation				Worksite Hazard Analysis					Hazard Prevention and Control					Safety Health Training	
	Management Leadership and Employee participation				Workplace Analysis			Accident and Record Analysis		Hazard Prevention and Control			Emergency Response		Safety Health Training	
	Management Leadership	Employee Participation	Implementation Tools	Contractor Safety	Survey and Hazard Analysis	Inspection	Reporting	Accident Investigation	Data Analysis	Hazard Control	Maintenance	Medical Program	Emergency Preparedness	First Aid	Training	
Space Transportation Dir	4.1	4.4	4.3		4.3	4.4	4.3	4.0	3.8	4.0	4.4	4.0	4.2	4.4	4.0	
15 Element Avg.	4.1	4.4	4.3		4.3	4.4	4.3	4.0	3.8	4.0	4.4	4.0	4.2	4.4	4.0	
6 Element Avg.				4.3				4.3	3.9				4.1	4.3	4.0	
4 Element Avg.				4.3						4.2					4.2	4.0
Overall Score	4.2															



# Occupational Safety Performance Evaluation Profile (PEP) Scoreboard for Management

Marshall Space Flight Center

**Supported Nasa Organization:** Space Transportation Directorate

**For Period**


**Organization:** Rolled up to NASA Organization Level.

May, 2001



**PEP Score  
for  
Management**

May,2001



PEP Score  
for  
Management

	Management Leadership and Employee participation				Worksite Hazard Analysis					Hazard Prevention and Control				Safety Health Training	
	Management Leadership and Employee participation				Workplace Analysis			Accident and Record Analysis		Hazard Prevention and Control			Emergency Response		Safety Health Training
	Management Leadership	Employee Participation	Implementation Tools	Contractor Safety	Survey and Hazard Analysis	Inspection	Reporting	Accident Investigation	Data Analysis	Hazard Control	Maintenance	Medical Program	Emergency Preparedness	First Aid	Training
Space Transportation Dir	4.4	4.4	4.0	4.3	4.2	4.3	4.2	4.3	3.9	4.4	4.1	4.4	4.5	4.5	4.2
15 Element Avg.	4.4	4.4	4.0	4.3	4.2	4.3	4.2	4.3	3.9	4.4	4.1	4.4	4.5	4.5	4.2
6 Element Avg.				4.3			4.2		4.1			4.3		4.5	4.2
4 Element Avg.				4.3					4.2					4.4	4.2
Overall Score	4.3														





# Occupational Safety PEP MORT Chart



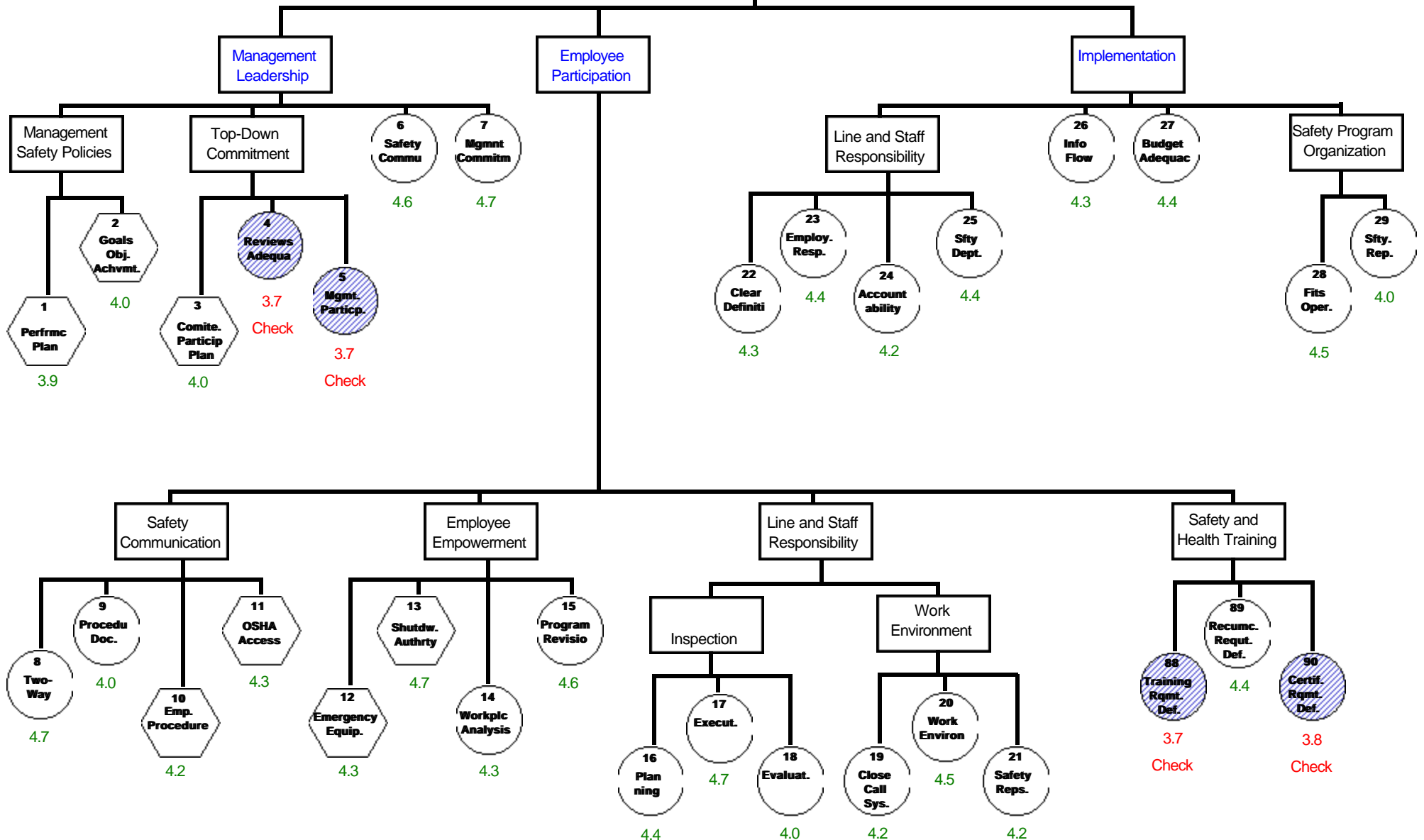
Supported Nasa Organization: Space Transportation Directorate

Space Transportation Directorate

## Management Leadership

Organization: Rolled up to NASA Organization Level.

- OSHA Question      ○ NASA Question  
▨ OSHA Question rated below 3.9      ▨ NASA Question rated below 3.9





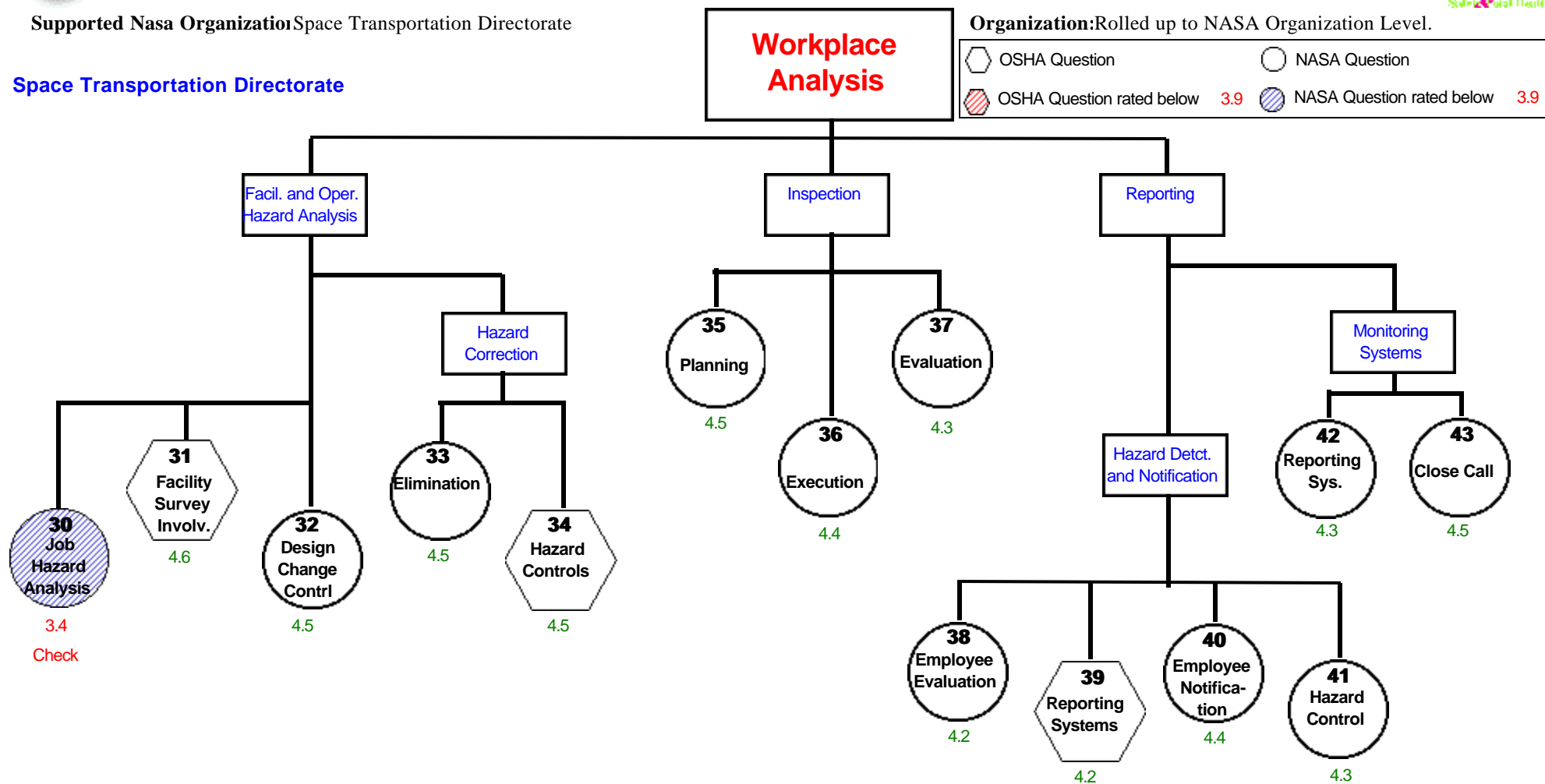
For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart



Supported Nasa Organization Space Transportation Directorate

Space Transportation Directorate





For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart



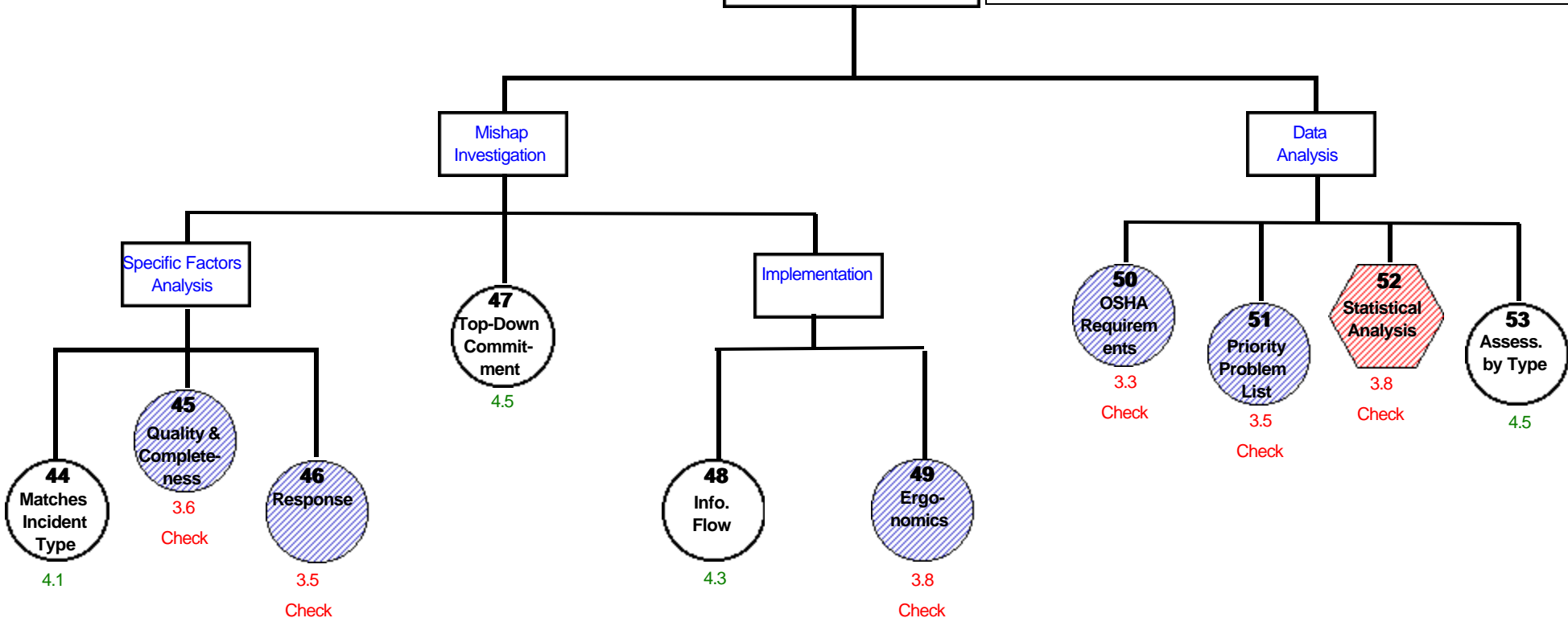
Supported Nasa Organization Space Transportation Directorate

Space Transportation Directorate

## Mishap and Record Analysis

Organization: Rolled up to NASA Organization Level.

OSHA Question	NASA Question
OSHA Question rated below 3.9	NASA Question rated below 3.9





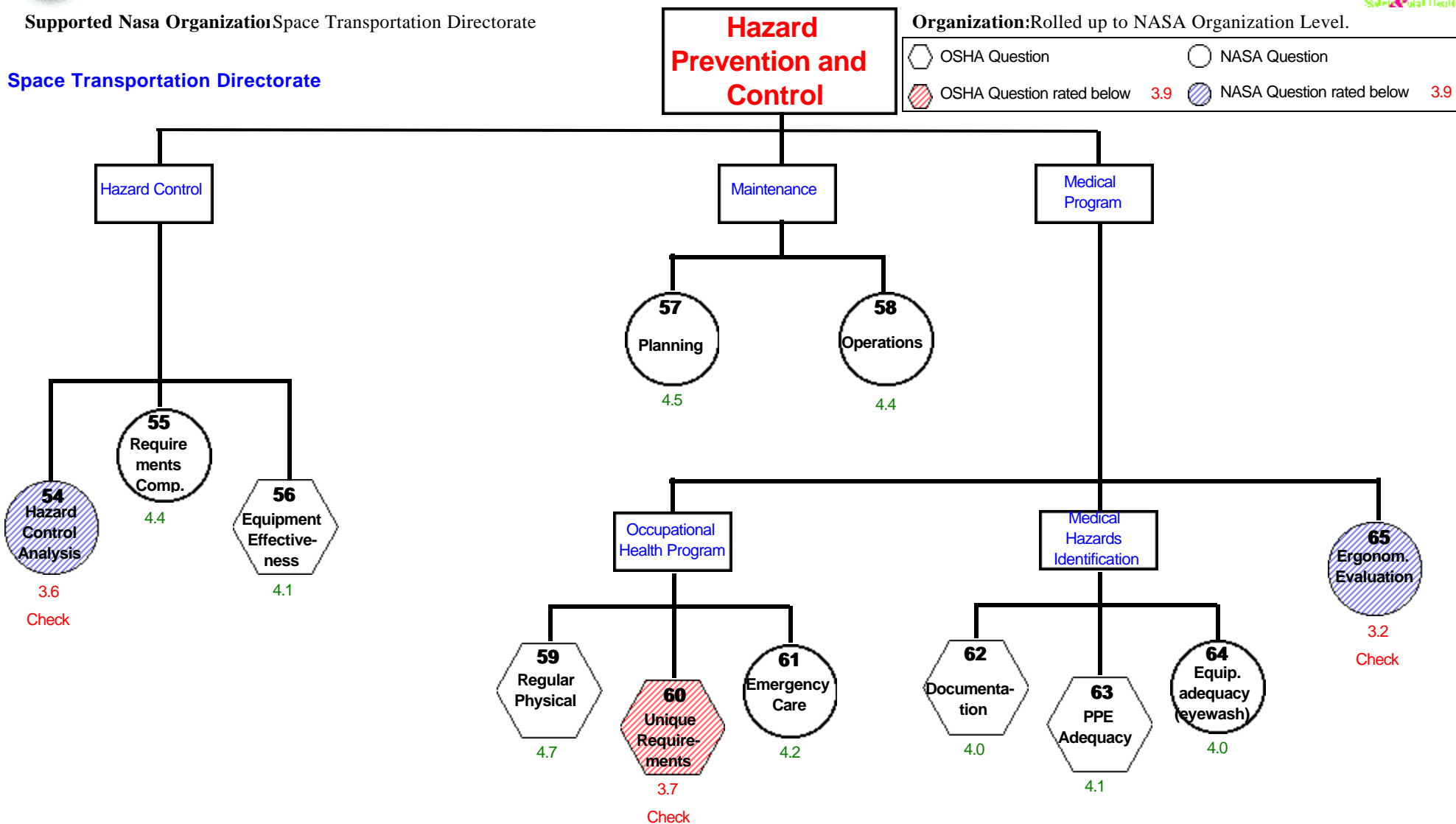
For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart



Supported Nasa Organization Space Transportation Directorate

Space Transportation Directorate





For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart



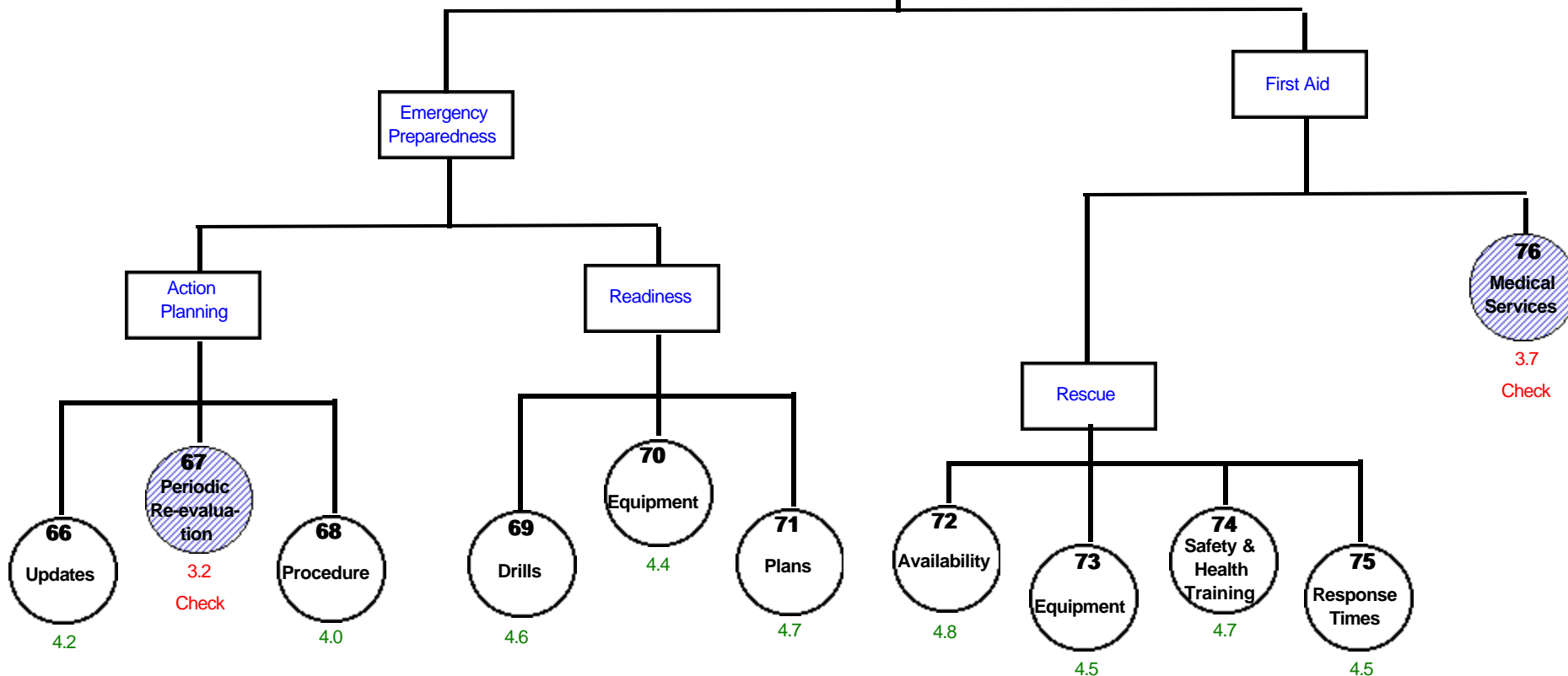
Supported Nasa Organization Space Transportation Directorate

Space Transportation Directorate

## Emergency Response

Organization: Rolled up to NASA Organization Level.

○ OSHA Question      ○ NASA Question  
▨ OSHA Question rated below 3.9      ▨ NASA Question rated below 3.9





For Period May, 2001  
Marshall Space Flight Center

# Occupational Safety PEP MORT Chart



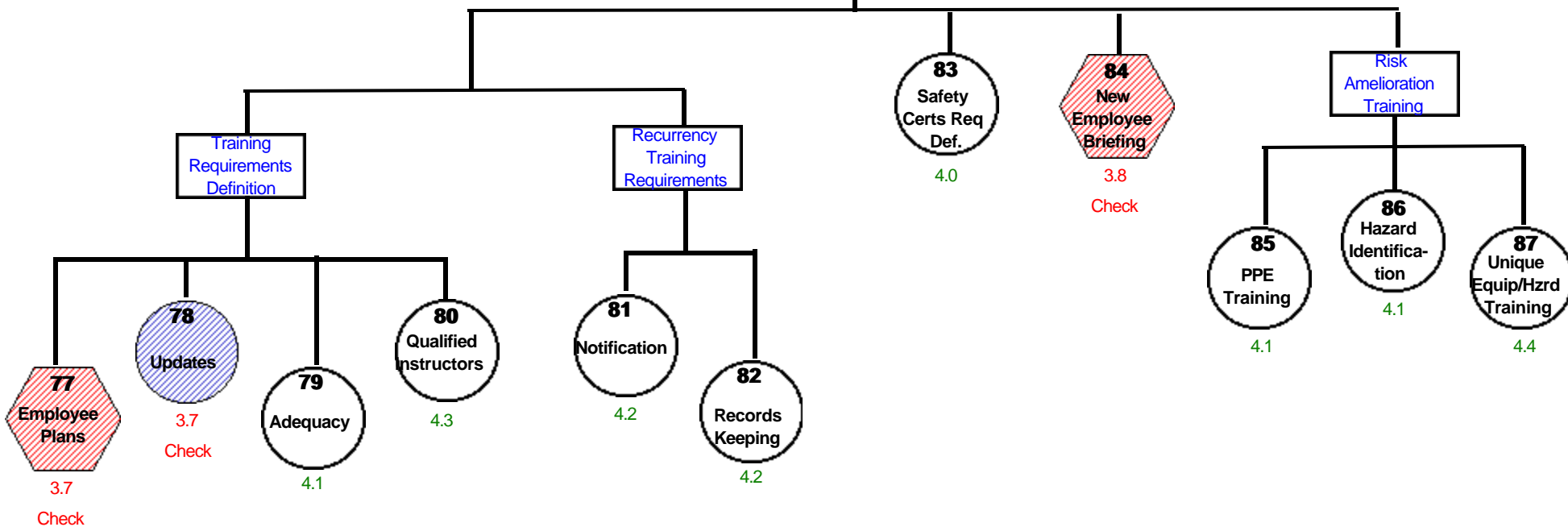
Supported Nasa Organization Space Transportation Directorate

Space Transportation Directorate

## Safety and Health Training

Organization: Rolled up to NASA Organization Level.

○ OSHA Question      ○ NASA Question  
▨ OSHA Question rated below 3.9      ▨ NASA Question rated below 3.9





## OSHA Get Well Plan for All Categories

Marshall Space Flight Center



**For Period**      **Supported Nasa Organization:** Space Transportation Directorate

May, 2001      **Organization:** Rolled up to NASA Organization Level

### Space Transportation Directorate

### Recommendations for improvement on your existing Safety and Health Program for

Questions rated below **3.9**

#### MANAGEMENT LEADERSHIP AND EMPLOYEE PARTICIPATION

##### MANAGEMENT LEADERSHIP

**Q 4-** (NPG 8715.1, para. 5.4) (OSHA 1960.37, 39, & 40) Safety committees should monitor and assist in the execution of the safety and health policies and programs at their workplace.

**Q 5-** (ASI, CPR 1-4) (OSHA 1960.8) The NASA Administrator requires that all managers and employees be familiar with the requirements of the ASI.

##### EMPLOYEE PARTICIPATION

**Q 88-** (ASI CPR 1, para. iv & vii) (OSHA 1900.1, para. (c)(2)(ii)(C.)) Employees should assist in developing training requirements in their work area.

**Q 90-** (ASI CPR 1, para. iv & vii) (OSHA 1900.1, para. (c)(2)(ii)(C.)) Employee input into establishing certification requirements should be encouraged.

#### WORKPLACE ANALYSIS

##### SURVEY AND HAZARDS ANALYSIS

**Q 30-** (OSHA TED 8.1a, Appendix A, para. C) (OSHA 1900.1, para. (d.)(1)) A job hazard analysis should be conducted on every job to ensure that all hazards are identified and any necessary controls are in place.

#### MISHAP RECORDS AND ANALYSIS

##### MISHAP INVESTIGATION

**Q 45-** (OSHA 1960.27) (OSHA 1900.1, para. (c.)(2)(ii)(D.)) Employee representatives should be a part of all inspections/investigations.

**Q 46-** (OSHA 1960.28) (OSHA 1900.1, para. (c.)(2)(ii)(E.)) Employees should be notified within 15 working days after submitting a close call report.

**Q 49-** (OSHA 1910.900) Safety investigations should provide ergonomic and human factors analysis capability as a part of worker accident and injury information.

##### DATA ANALYSIS

**Q 50-** (OSHA 1960.66 & 68) Agencies should maintain records of safety and health information as required by OSHA.

**Q 51-** (ASI CPR 2, para. iii) (OSHA 1960.26) (OSHA 1900.1, para. (c.)(2)(ii)(C.)) The frequent and most severe problem areas, the high risk areas and jobs, and any exposures responsible for reportable cases should be identified as priority problem areas.

**Q 52-** (OSHA TED 8.1a, Appendix A, para. B(2c)) (OSHA 1960.71) Statistical injury and illness data should be fully analyzed and effectively communicated to employees.

#### HAZARD PREVENTION AND CONTROL

##### HAZARD CONTROL

**Q 54-** (ASI CPR 3) (OSHA 1960.30) Hazard controls should be fully in place and regularly reviewed by certified safety and health professionals.



## OSHA Get Well Plan for All Categories

Marshall Space Flight Center



### MEDICAL PROGRAM

- Q 60** - (OSHA TED 8.1a, Appendix D, "Health Program") Periodic monitoring, sampling, and surveys should be conducted by appropriately trained personnel to determine changing medical needs in the workplace.
- Q 65** - (OSHA 1910.900) Full compliance with all industry and OSHA ergonomic standards should be required in the workplace.

### EMERGENCY RESPONSE

#### EMERGENCY PREPAREDNESS

- Q 67** - (ASI CPR 3, para. iii) (NPG 8715.3, para. 1.13) (OSHA 1910.38) Periodic re-evaluation of workplace emergency preparedness requirements should be carried out at least annually and after each significant incident.

#### FIRST-AID

- Q 76** - (NPG 8715.3, para. 8 & 9) (OSHA 1910.151) Personnel trained in rescue, first-aid, and medical care should always be available on-site.

### SAFETY AND HEALTH TRAINING

#### TRAINING

- Q 77** - (OSHA 1960.59) (NPG 8715.1, para 6) (OSHA 1900.1, para. (f)(1)) Individual training plans should be developed for employees completely identifying required training for each individual.
- Q 78** - (OSHA 1960.59) (NPG 8715.1, para 6) (OSHA 1900.1, para. (f)(3)(ii)) Training plans should be updated to reflect changes in facilities or processes and to enhance employee safety awareness.
- Q 84** - (OSHA 1960.59) (OSHA 1900.1, para. (f)(3)(B.)) A formal orientation plan should be provided for all new hires.